CA20N PEC2 - 1990 S04

NURSES AND PAY EQUITY



ARORMATION CAZON PEC 2 - 1990 Sod



Government Publications

150 Eglinton Avenue East, 5th Floor, Toronto, Ontario M4P 1E8 / (416) 481-4464

SELECTED BIBLIOGRAPHY: NO. 4

NURSES AND PAY EQUITY



Prepared by Catherine Walker, Librarian Pay Equity Commission

May 1990



NURSES AND PAY EQUITY

Introduction

This bibliography lists material on the issue of pay equity as it pertains to nurses in Canada and the United States. Selections are limited to items held by the Pay Equity Commission Library and published within the past ten years. The bibliography is divided into two parts - Part A: General Background, listing books and articles concerned with the working situation of nurses in general, and Part B: Pay Equity, listing books and articles specifically concerned with nurses and pay equity.

Selected Bibliography Series

- No. 1 Pay Equity (August 1989)
- No. 2 Job Evaluation and Pay Equity (Revised June 1990)
- No. 3 Collective Bargaining and Pay Equity (Revised June 1990)
- No. 4 Nurses and Pay Equity (May 1990)

Digitized by the Internet Archive in 2024 with funding from University of Toronto

SELECTED BIBLIOGRAPHY NO. 4:

NURSES AND PAY EQUITY

A. GENERAL BACKGROUND

(i) Books

- Benner, Patricia. From Novice to Expert: Excellence and Power in Clinical Nursing Practice. Menlo Park, CA: Addison-Wesley, 1984.

 RT 82 .B469
- Benner, Patricia and Wrubel, Judith. The Primacy of Caring: Stress and Coping in Health and Illness. Menlo Park, CA: Addison-Wesley, 1989. RT 86 .B469
- Meltz, Noah M. Sorry No Care Available Due to Nursing Shortage: The Shortage of Registered Nurses: An Analysis in a Labour Market Context. Toronto: Registered Nurses' Associaton of Ontario, 1988. RT 86.75 .C2 .M532

(ii) Articles

- Aiken, Linda H. and Mullinix, Connie Flynt. "Special Report: The Nursing Shortage: Myth or Reality?" New England Journal of Medicine v.317, n.10, Sept. 3, 1987, p. 641-645.
- Friss, Lois. "Why Don't Nurses Demand More Pay?" in Comparable Worth, Pay Equity, and Public Policy. Edited by Rita Mae Kelly and Jane Bayes. New York: Greenwood Press, 1988, Chapt. 4, p. 63-73.
- Grescoe, Audrey. "No More Nurse Nice-Guys!" Homemakers' Magazine v.17, n.9, November 1982, p. 90-104.
- Iglehart, John K. "Health Policy Report: Problems Facing the Nursing Profession." New England Journal of Medicine v.317, n.10, Sept. 3, 1987, p. 646-651.

AND THE RESIDENCE OF THE BEAUTY OF THE BEAUT

ALLEGE AND DAY SERVING

B. GREEKL BACKGROUND . S.

ENGINE IL

Denner Jacreig Procedure to Expert Trouble and Power In Colone and Power In Colone New Indiana Jack Park, Oh: Factor For Park, Oh: Fact

Borner, Patricle and Wrutel, Judich The Frinary of Carlage Boress and Coping in Health and Illness. Mania Park, CA: ,ddison-wesley, 1989

See More M. Sorry No Care Available Due to Nursing Slottered

De Mortage of Registered Nursel' an Enalysis to a Labout

Market Contest Turonto: Augistered Nurses' Associaton of
Ontests, 1995.

SELEKTRE ILLI

Name to the state of the state

Prior Library Don't History More Pay?" in Comparable

North, Pay Eduly; and Roblic Bolicy. Edited by Bits Not Holly
and Jans Boyes. Now York: creenwild Press, 1988, Chapt. ".

Trouses Audrey, "No More Kunse Nite-Cilys!" Schengakers Megarine

Internet, James of Pealicy Report: Problems Lacing Line Numerior Frotes along Ville Numerior Frotes along Ville Numerior Gapt 3, 1987, p. 616-751.

B. PAY EQUITY

(i) Books

- Armstrong, Pat. Pay Equity in Predominantly Female
 Establishments: Health Care Sector. Toronto: Pay Equity
 Commission, 1988.
 KF 3467 .ZB3 .R428 no.2
- Pay Equity: What It Means and How It Affects Nurses. Kansas City, MO: American Nurses' Association, 1986.
 RT 86.75 .C2 .P844
- Report to the Minister of Labour by the Ontario Pay Equity Commission on Options Relating to the Achievement of Pay Equity in Sectors of the Economy which are Predominantly Female. Toronto: Pay Equity Commission, 1989. KF 3467 .ZB3 .R431
- Report to the Minister of Labour by the Ontario Pay Equity Commission on Sectors of the Economy which are Predominantly Female, as Required under the Pay Equity Act, Section 33(2)(e). Toronto: Pay Equity Commission, 1989. KF 3467 .ZB3 .R427

(ii) Articles

- Anderson, David. "Opportunity Knocks at Last." RN v.52, n.10, October 1989, p. 52-6, 59-60, 63.
- Andrews, Noelle. "Pay Equity Update: Many Successes for ONA Locals." ONA News v.17, n.3, March 1990, p. 8.
- Andrews, Noelle. "Supreme Court of Ontario Ruling Upholds Pay Equity Hearings Tribunal Decision." ONA News v.17, n.1, January 1990, p. 16-17.
- Bennett, Shirley Leh. "Comparable Worth: The Sex and Salary Debate." Nursing and Health Care v. 9, n.5, May 1988, p. 245-247.
- Collins, Helen Lippman. "Why Don't They Pay Us What We're Really Worth?" RN v.50, n.2, February 1987, p. 18-23.
- Cook, Adele C. "Comparable Worth: An Economic Issue." Nursing Management v.21, n.2, Feb. 1990, p.28-30.
- Culp, Kristine. "Pay Equity Draws Fire from Nurses." Hospital News v.3, n.11, May 1990, p.3

PERFORM VAN ...

alterna III

Armotrong, Det. Det Equity in Ecodominantly Venelor" Detablishments: Neolth date Sortor. Toronto: Es, aquity Commission, 1950 Hi seef . 202 . Nato no. 3

The American Nurses has a well be a series for the party of the series o

Report to the Minimum of Madeus by the Orders Pay Really Commission on Revenue of Fay Really Equity in Seconds of the Realty Which are Productly Formission, 1989.

Deport to the Minister or Labour by the Ontaria Bly ageits

Commission on Sector of the Booken's Which are Preference to President the Sector that Six Donley act, Sector 1867(1) (a). Mayorites Fig Donley act, Sector 1867(1) (b). Mayorites Fig Donley Cy Commission, 1967, 1967 1867 1867 1867 1867

estatian (III)

Andreson, David. "Opportunity knocks in last," ill v. 2, n, 20,

Andrews, Spelle. "Pay Equity updates namy Soccentes for Chil

Andrews, Mosile. "Supress Court of Courts a Miller Openia Day Quiry Rearings Pothwar Dediston." Och Monto V. 17, 1.1.

"enmoul, Snarkey Leb "impercials "orth: The Sey and Heller, seen, and Heller, seen, and the seen, seen

Colline, Helen Etagman. "Why Don't 19-5 Eay Us What We're Remily Worth?" LN 1130, 7.1. Ebruary 1987, n. 15-73.

Cook, Adele C. "Compareble Worth: An Economic Easte," Nuceing

Culp, Krist, no. "Pay Soulty Grave Tire 1 com Nersons" Bomplens

- "First Pay Equity Tribunal Decision Clears Way for Nurses to Compare Pay Levels with Police." Canadian Human Rights Advocate v.5, n.7, p. 11-12.
- "Haldimand-Norfolk Pay Equity Decision: Tribunal, ONA View Comparing Nurses with Police Upheld." ONA News v.17, n.1, January 1990, p. 1.
- Holcomb, Betty. "Nurses Fight Back." MS June 1988, p. 72-78.
- Jacox, Ada K. "Determining the Cost and Value of Nursing."

 Nursing Administration Quarterly v.12, n.1, Fall 1987,
 p. 7-12.
- Lupica, Lois R. "Pay Equity A 'Cockamamie Idea? The Future of Health Care May Depend Upon It." American Journal of Law and Medicine v.13, n.4, Winter 1988, p. 597-620.
- Mahrenholz, Donna. "Comparable Worth: Litigation and Legislation." Nursing Administration Quarterly v.12, n.1, Fall 1987, p. 25-31.
- Muller, Andreas; Vitali, James; and Brannon, Diane. "Wage Differences and the Concentration of Women in Hospital Occupations." Health Care Management Review v.12, n.1, Winter 1987, p. 61-70.
- Schreiber, Rita and Dalton, Elizabeth. "Nursing and Ontario's New Pay Equity Legislation." RNAO News v.46, n.2, March 1990, p. 1-2,8.
- Slattery, Glenna Cole. "From the CEO: Status of Pay Equity April 1990." ONA News v.17, n.4, April 1990, p. 2, 18-19.
- Styles, Margretta M. "The Uphill Battle for Comparable Worth." Nursing Outlook v.33, n.3, May/June 1985, p. 128-132.
- Weingard, Margaret. "Establishing Comparable Worth through Job Evaluation." Nursing Outlook v.32, n.2, March/April 1984, p. 110-113.

- "I same Pay Equivo Tribunal Decision Clears Way for Hurnes to
- Communication of the State of the State of State
- Holesade, Baccya "Hurses Fight Backs" MS Jone 1985, D. 12-78.
 - Jacov Ada I. "Determining the Gods and Value of Nursing."
 Nursing administration quarterly v.12, n.1, Fell 1947,
- health Core May Depend Upon 10," American Journal of Tay and Modicine v.13, m.0, Wincer 1988, p. 597-070.
- Habranhelt, Donna. "Commorable Worth: Little-tide and Land ration." Muraing toulaistration quarterly v.12, n.1, Tull
- Heller, Andreas: Vitali, Jades; and Brannon, Olane. "Vago Differences and the Concentration of Women in Hospital Occupations." Health Caro Management Royley V.12, n.1, Winter 1907, p. 61-70.
- Schreiber, Rite and Dalton Elizabeth. "Muraing and Ontario's New Pay Equity Lagislation." RNAO News v.su, n.2, March 19so, o. 1-2.8.
 - April 1990," ONA News v.17, n.4, April 1990, p. 2, 18-17.
 - Styles, Margrette M. "The Uphill Battle for Comparable Worth."
 - Autorgard, Margarez, "Establishing Codyarable Worlh Chronich Lot. available on 100 and 100 and

44





